

CONTENTS

Foreword	7
1. Labour Law.	9
2. Sources of Labour Law	11
2.1 International Sources	11
2.2 National Sources	12
3. Equality of treatment	14
4. International Private Labour law.	17
4.1 Free Movement of Workers.	18
4.2 Free Movement of Services.	22
5. Employment relationship	24
5.1 Employment Relationship Term.	24
5.2 Subject Matter of Employment Relationship	26
6. Subjects.	28
6.1 Employee.	28
6.2 Employer	30
7. Establishment of employment relationship.	34
7.1 Pre-contractual Relationships	34
7.2 Employment Contract.	35
7.2.1 Form of the Employment Contract	36
7.2.2 Content Particulars of Employment Contract	36
7.3 Types of Employment Relationships	43
7.3.1 Employment Relationship for a Definite Period	43
7.3.2 Part-time Employment Relationship	44
7.3.3 Employment Relationship and Performance of Work at Home and Telework.	46
7.3.4 Employment Relationship with Temporary Employment Agency .	47
7.3.5 Employment Relationship of a Disabled Person.	49
7.3.6 Employment Relationship of Women	50
7.3.7 Employment Relationship of Juveniles	51
8. Changes of employment relationship	53
8.1 Agreement on Change of Working Conditions	53
8.2 Re-assignment to Another Work	54
8.3 Temporary Assignment of an Employee for Work Performance at Another (User) Employer (Leasing of Employees)	56
8.4 Transfer of a Business	58
9. Termination of employment relationship	59

9.1	Termination of Employment by Virtue of a Legal Act	60
9.1.1	Termination of Employment by Virtue of Bilateral Legal Act	60
9.1.2	Termination of Employment by Virtue of Unilateral Legal Act	61
9.1.2.1	Notice.	61
9.1.2.2	Immediate Termination of Employment Relationship.	65
9.1.2.3	Termination of employment relationship within probation period	67
9.2	Termination of Employment Relationship by Virtue of Legal Event	68
9.3	Employment Relationship Termination on the Basis of an Official Decision	69
9.4	Termination of Employment Relationship ex lege	69
9.5	Collective dismissal.	69
9.6	Severance payment	70
9.7	Invalid Termination of Employment Relationship	71
10.	Work discipline	74
11.	Working time and rest period.	78
11.1	Working Time	78
11.2	Rest.	84
11.3	Vacation.	86
12.	Remuneration for work	91
12.1	Basic Terms.	91
12.2	Minimum Wage (Salary).	93
12.3	Salary Compensations.	94
12.4	Due Date and Payment	95
12.5	Principle of Equal Treatment of Men and Women When Remunerating for Work.	96
13.	Obstacles to work	98
13.1	Obstacles to Work on Employer's Part.	98
13.2	Obstacles to Work on Employee's Part	99
13.3	Common Provisions on Obstacles to Work.	109
14.	Liability for Damage in Labour Law	110
14.1	The Employee's Liability for Damage Caused to the Employer	113
14.2	The Employer's Liability for Damage Caused to His Employee	117
15.	Agreements to Work Outside the Scope of Employment relationship.	122
15.1	Agreements on Performance of Work	124
15.2	Agreements on Working Activity.	125
15.3	Agreements on Student Work.	126
16.	Collective labour law	127
16.1	Trade Union Organisations	127
16.2	Works Councils	131

16.3 Legal Protection of Employee Representatives	132
16.4 Applicability of the European and International Law	133
17. Collective Agreements	136
18. Collective bargaining	142
18.1 The Concept of Collective Bargaining and Its Basic Features	142
18.2 Collective Disputes	143
18.2.1 Disputes over the Conclusion of a Collective Agreement	143
18.2.2 Disputes over the Fulfilment of Commitments Arising from Collective Agreements	144
19. Legislation governing strikes and lockouts	146
19.1 Legal Provisions Governing Strikes in the Collective Bargaining act	147
19.2 Lockouts in Disputes over the Conclusion of Collective Agreements	152
Resume	154
Bibliography	155
About the authors	158